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FranklinCovey Executive Leaders Program (Group 2)

Custom Program by KIBS

7 Feb – 25 May 2023

5 Modules – with 50 hours of hybrid training





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INTRODUCTION

FranklinCovey is the world's most trusted provider of leadership solutions that unleash the full potential of leaders and their teams.

They provide learning solutions based on 30+ years of research and refinement to help leaders pursue key opportunities for professional development.

FranklinCovey unique approach combines powerful content based on research and development, expert consultants, and innovative technology that supports and reinforces lasting behavior change. Lasting behavior change begins from the inside out—with who you are and how you see things. This translates into how you engage and lead others. This program based on timeless principles of human effectiveness, is designed to help people change both.

The Institute of Banking Studies became the Preferred Partner with FranklinCovey as working together to build the power skills for personal and interpersonal effectiveness for leaders and their teams.

PROGRAM OBJECTIVE

The leaders will see their potential to engage others, expand their impact, create collective action and deliver breakthrough results for their banks.





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FranklinCovey Executive Leaders Calendar 2023

| MODULE | DELIVERY METHODOLOGY | ASSESSMENT | START DATE | END DATE | DURATION |
|---|--|----------------|----------------------|----------------------|----------------------------|
| Onboarding | Online | | 26 th Jan | | @11:30am 1 hour |
| M1: The 7 Habits of Highly Effective People | FC Consultant – In class @KIBS + On Demand | 360 Assessment | 7 th Feb | 2 nd Mar | 4 weeks |
| M2: Leading at the Speed of Trust | On Demand | 180 Assessment | 5 th Mar | 23 th Mar | 3 weeks |
| M3: The 4 Essential Roles of Leadership | On Demand | 180 Assessment | 26 th Mar | 20 th Apr | 4 weeks |
| M4: Change – how to Turn Uncertainty into Opportunity | On Demand | | 23 th Apr | 11 th May | 3 weeks (with Eid Holiday) |
| M5: Find Out Why | On Demand | | 14 th May | 25 th May | 2 weeks |

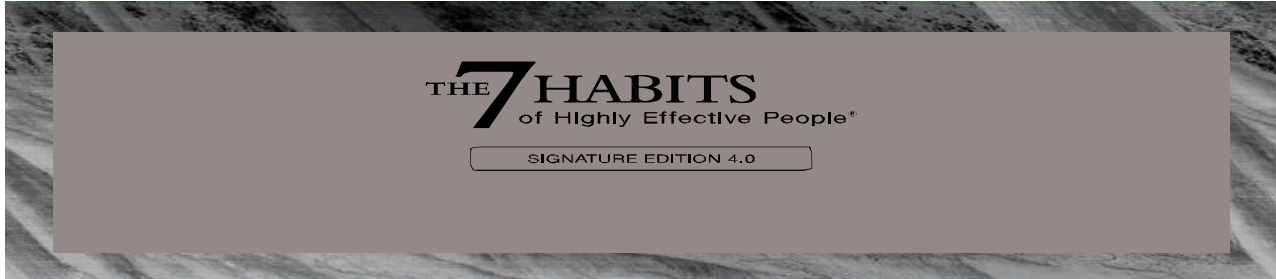


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M1: The 7 Habits of Highly Effective People

Build leaders at every level in your organization.

Renowned as the world's premier personal leadership development offering, the new 7 Habits of Highly Effective People Signature Edition 4.0 aligns timeless principles of effectiveness with modern technology and practices.

No matter how competent a person is they will not have sustained and lasting success, unless they are able to effectively lead themselves, influence, engage and collaborate with others and continuously improve and renew their capabilities. These elements are at the heart of personal, team and organizational effectiveness.

The 7 Habits of Highly Effective People® Signature Edition 4.0 is the proven personal leadership operating system. It develops leadership effectiveness at three levels:

1. INDIVIDUAL

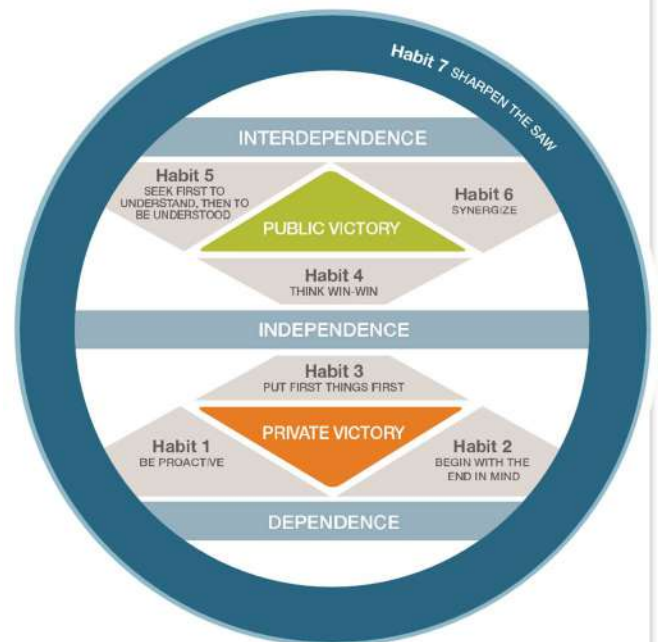
- Develop increased maturity, greater productivity, and the ability to manage one's self.
- Execute critical priorities with laser-like focus and careful planning.

2. TEAM

- Increase team engagement, morale, and collaboration.
- Improve communication skills and strengthen relationships.

3. ORGANIZATIONAL

- Create a framework for developing core values and creating a highly effective culture.
- Develop current and high-potential leaders that model both competence and character.





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THE 7 HABITS OBJECTIVES

HABIT

PARTICIPANTS WILL:

HABIT 1: BE PROACTIVE®

- Focus and act on what they can control and influence, instead of what you can't.

HABIT 2: BEGIN WITH THE END IN MIND®

- Define clear measures of success and a plan to achieve them.

HABIT 3: PUT FIRST THINGS FIRST®

- Prioritize and achieve their most important goals, instead of constantly reacting to urgencies.

HABIT 4: THINK WIN-WIN®

- Collaborate more effectively by building high-trust relationships.

HABIT 5: SEEK FIRST TO UNDERSTAND THEN TO BE UNDERSTOOD®

- Influence others by developing a deep understanding of their needs and perspectives.

HABIT 6: SYNERGIZE®

- Develop innovative solutions that leverage diversity and satisfy all key stakeholders.

HABIT 7: SHARPEN THE SAW®

- Increase motivation, energy, and work/life balance by making time for renewing activities.

THE 7 HABITS PROCESS

The 7 Habits of Highly Effective People Signature Edition 4.0 helps participants not only learn, but use processes and tools to live and apply the 7 Habits.

PREPARE

- 7 Habits® Assessment

LEARN & PRACTICE

- 7 Habits® Work Session

LIVE

- Complete the 7x7 Contract™
 - Use the *Living the 7 Habits*® App and 7 Habits Card





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M2: Leading at the Speed of Trust



Leading at the
SPEED
OF
TRUST

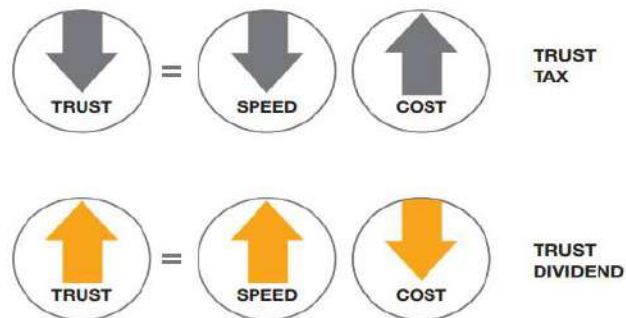
Trust is an economic driver and always impacts two measureable outcomes: speed and cost.

Water is the vital substance that sustains all life on this planet. When it's there, everything flourishes and grows. When it's not there, everything withers and dies.

The same is true for trust. Where there is no trust, relationships decay, projects fail, customers go to competitors, initiatives under-perform, and work grinds to a crawl.

Like a ripple in a pond, trust begins with you.

Leaders who attend the highly interactive Leading at the *Speed of Trust*® 3.0 work session will increase their personal credibility and practice specific behaviors that increase trust.



As a result, they will be able to **better manage change** and **lead high-performing teams** that are agile, collaborative, innovative, and engaged.

Leaders Get Results — in a Way That Inspires Trust

Instead of just attending a Leading at the *Speed of Trust* 3.0 work session, leaders learn to apply and sustain a new language and set of behaviors to real work long after they leave the work session. They receive powerful tools

and processes to sustain learning for 52 weeks following the work session, helping leaders engage their teams in a completely different way to be more committed and accountable to results.





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Leading at the *Speed of Trust 3.0* will provide the mindset, skillset, and toolset that will measurably increase a participant's ability to deliver results in a way that inspires trust. The content can be delivered online via a virtual classroom or in a traditional classroom setting.

As a result of this work session, leaders will be able to:

THE CASE FOR TRUST

Build their own case for trust.

SELF TRUST

THE PRINCIPLE OF CREDIBILITY

Increase their personal credibility.

RELATIONSHIP TRUST

THE PRINCIPLE OF BEHAVIOR

Behave in ways that inspire trust.

ORGANIZATIONAL TRUST

THE PRINCIPLE OF ALIGNMENT

Align their team, symbols, systems, and processes with principles of high trust.

MARKET TRUST

THE PRINCIPLE OF REPUTATION

Improve their team's reputation.

SOCIETAL TRUST

THE PRINCIPLE OF CONTRIBUTION

Make a positive contribution to their world.

Participant Kit

- Participant Guidebook
- *Speed of Trust* Action Cards
- Weekly Trust Huddle Guide
- *The Speed of Trust* Book
- *Speed of Trust* Digital Coach app
- tQ 360° Assessment



“The ability to establish, grow, extend, and restore trust with all stakeholders — customers, suppliers, and employees — is the critical leadership competency in the global economy.”

STEPHEN M. R. COVEY
 Author, *The Speed of Trust*





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M3: The 4 Essential Roles of Leadership

The 4 Essential Roles of Leadership

A FRAMEWORK FOR SUCCESS FOR LEADERS EVERYWHERE

The world is changing at an unprecedented pace. Every day leaders are making countless decisions and facing problems they've never encountered before. What worked yesterday can change overnight. The speed is relentless, the stakes are high, but the rewards are great for those who can lead a team to consistently achieve extraordinary results. So how can leaders stay ahead of the curve and differentiate themselves and their teams when so much is changing so quickly?

MEET THE 4 ESSENTIAL ROLES OF LEADERSHIP

Even in the most turbulent times, there are four roles leaders play that are highly predictive of success. We call them essential, because as leaders consciously lead themselves and their teams in alignment with these roles, they lay the foundation for effective leadership





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The 4 Essential Roles are:

1. Inspire Trust: Be the credible leader others choose to follow—one with both character and competence.
2. Create Vision: Clearly define where your team is going and how they are going to get there.
3. Execute Strategy: Consistently achieve results with and through others using disciplined processes.
4. Coach Potential: Unleash the ability of each person on your team to improve performance, solve problems, and grow their careers.

THE CHALLENGE

- Leaders who are promoted to mid- senior-level leadership roles, and who struggle to achieve the next level of results.
- Experienced mid- senior-level leaders who do not have the mindsets and skillsets required to be successful for the next three to five years and beyond.

THE SOLUTION

- A simple, practical framework that forms the basis of all other leadership success.
- A hands-on work session that allows leaders to do real work and then implement their ideas with their teams.
- Multiple learning modalities (live, live-online, On Demand).





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THE RESEARCH AND THE SOLUTION

Franklin Covey spent more than two years learning what organizations and businesses need from their leaders today and in the future. We discovered that these organizations and businesses needed leaders who could:

- Think BIG and adapt quickly.
- Translate strategy into meaningful work.
- Coach people to a higher performance.

The 4 Essential Roles develop leaders who can master these skills consistently, within Franklin Covey's unique framework that focuses on developing who a leader is as well as what a leader does.

| ROLE | OUTCOME / OBJECTIVE |
|-------------------------|--|
| Inspire Trust | Trust starts with a leader's own character and competence—the credibility that allows leaders to intentionally build a culture of trust. |
| Execute Strategy | Leaders must not only think big, but also execute their vision and strategy all the way through to completion, with and through others. |
| Coach Potential | |





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CHANGE

How to Turn Uncertainty into Opportunity™



M4: Change – how to Turn Uncertainty into Opportunity

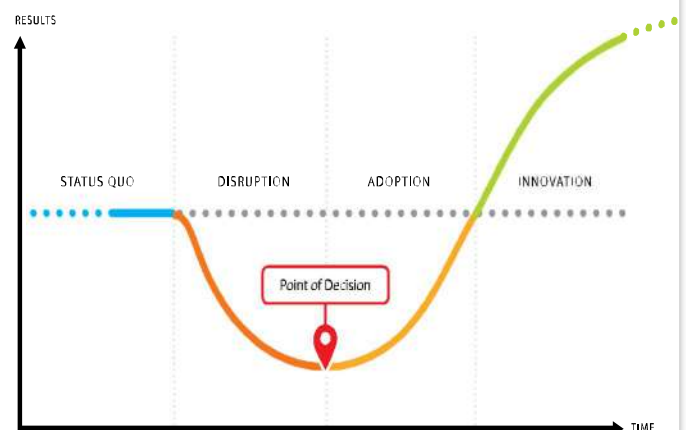
Change happens all the time, whether we choose it or it chooses us.

Yet, when faced with change, many organizations primarily focus on the process. Successful change takes more than that—it's **your people who make change happen**. And as people, we're wired to react to change to survive, which can make change feel difficult or threatening. Successful leaders engage their people in change, making it feel less uncertain and more like an opportunity.

Introducing Change: How to Turn Uncertainty into Opportunity™

When we recognize that change follows a predictable pattern, we can learn to manage our reactions and understand how to navigate change, both functionally and emotionally. This allows us to consciously determine how to best move forward— even in the most challenging stages.

Change: How to Turn Uncertainty into Opportunity™ helps individuals and leaders learn how to successfully navigate any workplace change to improve results.





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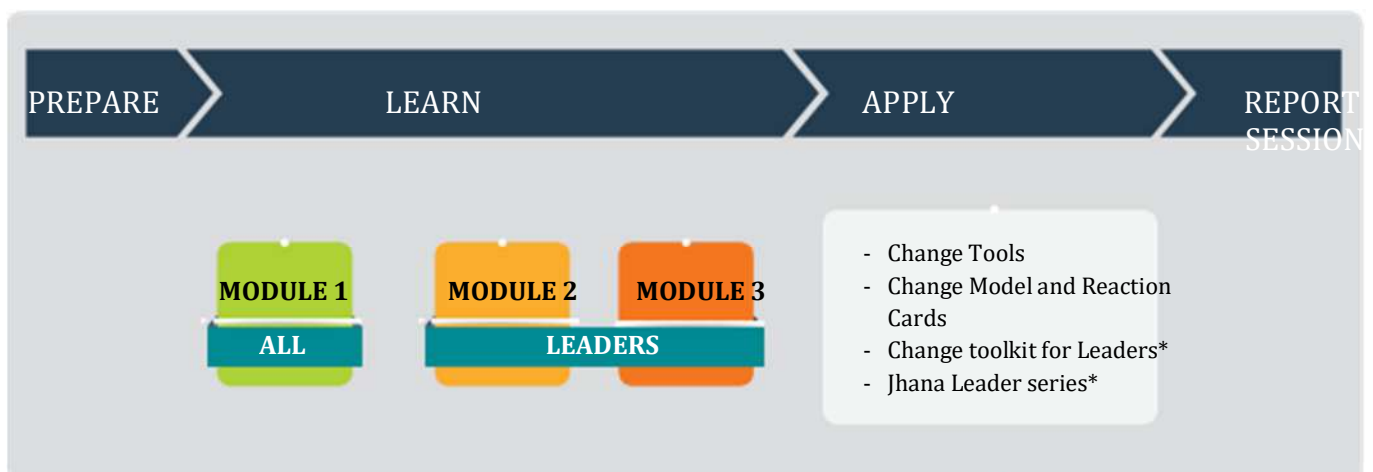
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| OBJECTIVE | OUTCOME |
|--|---|
| Build individual confidence through a predictable pattern of change | Employees with increased confidence harness change, turn uncertainty into opportunity, and exceed desired results. |
| Successfully lead people through the human reactions of change | Leaders who understand the fundamental principles of human reactions engage teams to want to achieve and exceed targeted change results. |
| Optimize any change-management process | Change effectiveness is not just a process—it is also about people. Equip employees at all levels to accelerate and optimize change, even beyond the initial possibilities. |

Delivery Options

Change: How to Turn Uncertainty into Opportunity™ is available in multiple learning modalities including Live-Online, On Demand, and Live In-Person. The course consists of three modules:

- **Module 1:** Individuals and leaders learn to lead themselves through change.
- **Modules 2–3:** Leaders explore how to lead teams successfully through change.





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M5: Find Out Why

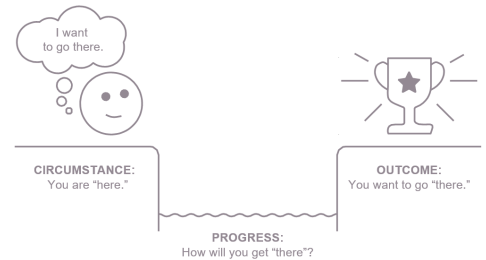


For anyone whose success depends on serving customers.

The Innovation Imperative

In today's world, innovation is not a luxury, it's a necessity— and it's not just for the people in the executive suite or in product development. Innovation is essential for anyone whose success depends on how well they serve their customers. Organizations that establish a pervasive culture of innovation will win.

Yet all too often when we innovate we feel like we are guessing—hoping that our ideas are the right ones. Or, if they are the right ideas, we hope people will embrace them. But successful innovation doesn't need to be left to hope and chance.



A CULTURE OF INNOVATION

More than simply coming up with creative ideas, innovating successfully requires us to provide solutions that customers willingly—even eagerly—pull into their lives.

Franklin Covey's newest solution, Find Out WHY: The Key to Successful Innovation, helps individuals and leaders at every level understand why customers make the choices they do. Armed with that knowledge, they can design solutions that deliver what customers are looking for—their Job to Be Done.





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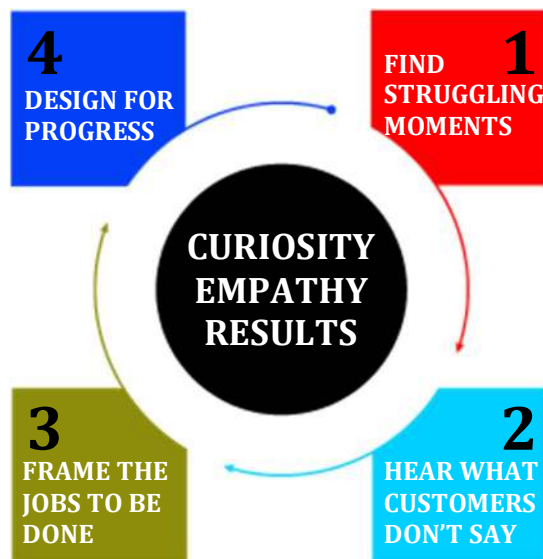


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PRACTICAL THEORY

Find Out WHY is based on 25 years of research and practice by Clayton M. Christensen, Harvard Business School professor and one of the world's most influential business leaders, and Bob Moesta, President of The Re-Wired Group and experienced innovator who has been involved in the development and launch of more than 3,500 products, services, and businesses across a variety of industries.

Find Out WHY is a foundational solution for everyone involved in innovation and anyone who serves customers—paying or non-paying, external or internal. It provides the essential mindsets, skillsets, and toolsets to help people deeply understand the experiences their customers desire when choosing and using products and services, and then use that knowledge to drive successful innovation.



THINK DIFFERENTLY

Recognize the impact of understanding why customers make the choices they do.

FIND STRUGGLING MOMENTS

Observe customers using products and services and look for obstacles or frustrations they experience.

HEAR WHAT CUSTOMERS DON'T SAY

Interview customers to discover why and how they choose and use specific products and services.

FRAME THE JOBS TO BE DONE

Create a concise summary of customer Jobs to Be Done.

DESIGN FOR PROGRESS

Generate innovation opportunities that satisfy customer Jobs to Be Done.





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Eligibility for Admission

Participants should meet the following requirements:

- Executive role, Manager, Leader or in senior position **with min 10 years** of experience
- Fluent in English
- Committed to the program by attending the sessions and engaging in the activities
- Committed to do the pre-class assessments and the homework reading material /cases

Certification

Attending the first two days of M1 as face to face training and completing tasks is pre-requisite of Certificate issue by FranklinCovey and KIBS

Timings

The training program on 7-8 Feb, 2023 at KIBS will be held from 8:30 am to 3:30 pm, while the On Demand programs will be held on the FC- KIBS platform (access will be given to each participants in the orientation day)

Methods

Hybrid Training (in class, live online, on demand) by Lecture-discussion, exercises, and role playing methods will be used in this program

Duration

50 training hours over a period of 4 months

Note:

Final decisions of participants' acceptance will lay with the Institute of Banking Studies KIBS and FC



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Nominations

Nomination forms need to be sent to KIBS maximum by 17 January, 2023.

FOR INQUIRIES & REGISTRATION

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